

The 157th to the Rescue

By Senior Airman Brenda Dillon



(Photo courtesy of Guam ANG Multimedia)

Although it seems like such a long time ago, 2005 ended just as busy as it began. In December of 2005, members of the 157th deployed to Anderson Air Force Base, Guam in support of U. S. Pacific Command flying operations. On December 1st, the ADVON team departed Pease and over the course of the deployment, which saw several rotations, approximately 300 members deployed to Guam. The deployment package consisted of members from operations, maintenance, supply, fuels, communications, and wing plans whose mission was to support B-1 flying missions and sustain our AEF commitment. The groups which deployed would ultimately spend the holidays, like so many members before them, away from their families. While stationed in Guam, the deployed airmen became the 506th Expeditionary Air

Refueling Squadron (EARS) and during this time flew 60 sorties, 297 hours, and passed 605,000 lbs of fuel to the B-1's.

In addition to mission requirements many members were busy supporting other operations. On short notice, a few of our members successfully participated in a medical evacuation. The evacuee was a male dependant of an Army National Guard soldier who was looking after his two daughters while his wife was stationed in Iraq. He was suffering from congestive heart failure and was intubated and critical for the transport. A round trip from Hickam AFB, Hawaii to Pago Pago, American Samoa and back in one day allowed the patient and his wife to move to Oahu, Hawaii for adequate medical care. The members that assisted with this mission include Major Jim Ryan,

Lt. Col. Tim Graff, Tech. Sgt. Mike Girouard, and Major Chan Conrad. The flying crew chiefs for the evacuation were Senior Master Sgt. Brian Tastes, Tech. Sgt. Deb Trinket, and Tech. Sgt. Mike Cody. Conrad remarked that "our booms and crew chiefs did an outstanding job making this happen!"

Their was also a rescue that occurred on December 24th by Major Robert Blondie, Master Sgt. Gary Amour, and Senior Airman Shane Hard. While enjoying their time off on the beaches of the Pacific they were able to assist three distressed navy snorkelers.

After completing the mission at hand, as well as helping many others, the last plane left the island on January 9th, 2006 destined for Pease.

See More Photos, pages 8 & 9

From Good to Great with Human Interaction & Performance

Commander's Column

By Col. Richard P. Martell



Last year, at the direction of the Adjutant General, the NH National Guard began the journey to work on "Human Interaction" (HI). To help make sense to you on what this means here are some of the definitions that we are working with.

By 2009 we want to institutionalize a strong HI culture that addresses the following issues:

ACCOUNTABILITY: this addressed issues of performance management, honest feedback, closing the loop with communication, recognition for successful performance, and consequences for poor performance.

MISSION CLARITY: all soldiers and airman know what they do, what's expected of them, and how it fits into the big picture.

INCLUSIVE & SUPPORTIVE CULTURE: people listen to each other, treat each other with mutual respect, diversity is seen as a strength, members want to be here, and people feel part of the team.

As you can see this is a very challenging undertaking. Do not think of this as a "program" but rather making changes to the way we do our core business. This year we are addressing the first item, accountability, and to do so we are focusing on the feedback process. We will continue with our 157 program of informal feedback, with the following changes. First, we are directing that each member of the 157 ARW receive informal feedback by 1 Oct 2006. Our program before was based on a calendar year and now we will administer the program on a FY basis. Second, in addition to

our informal feedback program we add the following questions to be reviewed during your session with your supervisor:

- What is expected of you?
- How are you doing with what is expected of you?
- Where are you going in the future?
- How are we (the organization) doing in supporting you?

These questions along with our Wing forms for conducting informal feedback will be posted on our Peasenet site, for ease in access. The Wing is busy setting up a tracking system to monitor our completion rate.

Lastly, our senior leaders have been discussing the book "Good to Great". Very briefly, the book's author examined several companies that had sustained high performance, looking for any trends between the various organizations. We have come up with the following key points:

Level 5 Leadership: *embodies the paradoxical mix of humility and professional will. One of the most damaging trends in recent history is the tendency to select dazzling, celebrity leaders and de-select level 5 leaders. Level 5 leaders display a compelling modesty, are self-effacing and understated. Gargantuan egos contribute to mediocrity of the company. The good news is that there are level 5 leaders all around us.*

First Who . . . then what: *start the transformation by getting the right people on the bus (and the wrong people off). The genius and a thousand helpers usually fail when the genius departs. Do not rely on retirements, lay-offs, and restructuring. Good to great teams consist of people who debate vigorously in search of the best answers, yet who unify behind decisions, regardless of parochial interests.*

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The Granite State REFUELER



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Vacant

Public Affairs NCOIC and Editor

Staff Sgt. Angela Skinner

Journalists

Two Vacant positions

Administration

Senior Airman Brenda Dillon

Photo Support

157 ARW Base Multimedia Support Center

The Refueler welcomes articles and ideas that will improve the paper. If you have suggestions for feature or specific articles, please contact the PA office at 603-430-3577 or 603-430-3413, or your Unit Public Affairs Representative (UPAR).

Current UPAR List:

Clinic

Tech. Sgt. Susan Evans	x2347
Tech. Sgt. Emily Tebbetts	x2340

Mission Support

Master Sgt. Dan Ward	x3511
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Operations

Master Sgt. Brian Elliott	x3327
Tech. Sgt. Christie Rouleau	x3321
Senior Master Sgt. Robert Hamilton	x3485

Maintenance

Tech. Sgt. Clermont Boutin	x2442
Airman 1st Class John Michniewicz	x2512

Logistics

Staff Sgt. Lisa Rowe	x2464
Master Sgt. Gil P. Fradillada	x3476

Services

Master Sgt. Lori Johnson	x3291
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Wing

Staff Sgt. Celeste Bragg	x3456
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ATC

Tech. Sgt. John Jordan	
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Finance

Tech. Sgt. Scott Perry	x3408
Tech. Sgt. Lena Grenier	x3408

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Master Sgt. Bill Bates	603.684.9272
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Confront the brutal facts: involves being honest about the current situation. Once the brutal facts are out, decisions often become self-evident. A primary task of taking a company from good to great is to create a culture wherein people have the opportunity to be heard, and ultimately for the truth to be heard. Lead with questions, not answers. Engage in dialogue and debate, not coercion. Conduct autopsies without blame. Build red flag mechanisms that turn information into information that cannot be ignored.

Hedgehog Concept: deals with three intersecting circles; what you are passionate about, what you can be the best at, and what drives your economic engine. The key is to know what you can be (not what you can't be) and then being relentless.

Culture of Discipline: means being fanatical about the three circles. The single most important form of discipline for sustained results is fanatical adherence to the concept and willingness to shun opportunities that fall outside of the circle. It is more about stop doing lists than to do lists.

Technology accelerator: The idea that technological change is the principal decline in companies

is not supported by evidence. 89% of executives did not mention technology as one of the top factors in transformation. You can get caught up in unnecessary technological advances that do not accelerate your primary product. Technology accelerators are those things that will increase your hedgehog concept. If technology does not play a part, let go of the fantasy of being the best in technology gadgets.

Flywheel and the Doom Loop: suggest that success is less about dramatic change than it is slow, emerging progress. It refers to avoiding grand programs, one-killer innovations, miracle cures, work at sustainable transformation (build-up, breakthrough, can't skip build-up), like pushing a huge flywheel. Rather than work at alignment, alignment follows momentum.

•This is just a brief introduction to where we are as we try to create a culture within The New Hampshire National Guard that brings out the best in all us, where servant leaders (leaders that devote themselves to serving the needs of organization members) are the norm and not the exception, and we are an organization that folks feel pride and enjoyment in serving within. I invite you on this journey.

Finance Fun Fact

by Major Bill Davis

ADDRESS CHANGE INFORMATION

1. When changing your address, please complete a legal residence form as well.
2. When changing your direct deposit in MyPay, it prompts you to go to finance to complete one for your travel payments.

CHANGE TO BAH RECERTIFICATION PROCESS!

Thanks to some great suggestions from you, our customers, the BAH recertification process has been simplified. BAH recertification can be accomplished two ways:

Either bring the following to Finance or send it via "Holy Joe", your choice.

WHAT YOU NEED:

1. Completed BAH Recertification Form.
Find it here: <https://peasenet.nhpeas.af.mil/FM/financeforms.htm> click on "CY06 BAH Recertification"
2. A copy of your LES

Please complete by end of June UTA

MENU



Dining Hours
11:00am-1:00pm

Saturday 18 MAR 06

Corned Beef Dinner

Boiled Potatoes

Cabbage & Carrots

Irish Soda Bread

Tuna Salad on a Bulky Roll

Beef Stew w/ Biscuits

Bread Bar

Salad Bar

Assorted Desserts

Sunday 19 MAR 06

Sheppards Pie

Brown Gravy

Fried Cabbage

Mixed Vegetables

Creole Soup

Bread Bar

Salad Bar

Assorted Desserts

Menu May Be Subject To Change

Meal Price \$3.55

'Will' you? or 'Will' you not?

By Capt. Thaddeus V. Day

The Office receives questions regularly regarding what happens if you die without a will.

Most likely your estate will still go through Probate Court. One or more of your heirs will petition the Probate Court to become personal representative/ executor of your estate. Once the Probate Judge designates the personal representative/ executor, your assets will be distributed pursuant to the laws of intestacy.

Each state has its own laws of intestacy, but generally after some minor exemption amounts, if you are married and a spouse survives you, your spouse will not get all of your assets. The following distributions are pursuant to current New Hampshire law. If you and your spouse never have any children by the time of your death, and one or both of your parents survive

you, your spouse would receive the first \$250,000 of your estate and 75% of the remainder. If you and your spouse have children together and either of those children or their issue survives you and you have no surviving step children or issue of step children, your spouse would receive the first \$250,000 of your estate and 50% of the remainder. If you had children (or a child) without your spouse and the children or their issue survives you, your spouse would receive the first \$100,000 of your estate and 50% of the remainder. If you are survived by your issue and step children, or issue of stepchildren, your surviving spouse would receive the first \$150,000 of your estate and 50% of the remainder.

Without a will, your surviving spouse would receive all of your assets only if neither your parents nor your issue survive you.

For you that are single, without

issue, your surviving parents will receive your entire estate. If you are single with issue, your issue will receive your entire estate.

This article briefly addresses intestacy; please refer to NHRSA Title LVI, Chapter 561:1 for more details.

Without a will, you will not have testamentary input regarding the selection of a guardian, conservator, or trustee for your surviving minor children or their newly received assets.

You are strongly encouraged to execute a valid will if you are married or have children.

Please stop by the Legal Office during UTA weekends during the hours of 1:00 through 3:00 p.m. with any legal assistance questions.

Building 145, Room 211
DSN 852-2758
Comm (603) 430-2758

AFSA scholarships

Another scholarship opportunity:

Chapter 155/A155 of the Air Force Sergeants Association awards two \$500.-- scholarships annually.

The Neal E. Powers Memorial Scholarship is awarded to an applicant who has been accepted and will be attending post-secondary education for the first time.

The William Sowers Memorial Scholarship is for continuing education. The student must be enrolled in an accredited institution and have completed at least one semester or term.

These scholarships are open to dependent children, spouses, or the military/AFSA member.

Applications are available from Sue Williams, 157 MSG/CCA, ext. 2593.

NOTE: You must be a current member of AFSA to apply for the scholarships, as part of the application process for both of the above scholarships is a copy of the (sponsors) AFSA membership card. AFSA Membership Applications are also available from Sue.

NH National Guard Scholarship Program

If you are planning to attend any college classes between July 1, 2006 and June 30, 2007, we are now accepting applications for the NH National Guard Scholarship Fund. Applications, TAGNH Form 14 can be found on the NHKO website. <https://nhko.nh.ngb.army.mil/C16/Records%20and%20Publications/default.aspx>

Individuals may go to the training office in the MPF and see MSgt Porter or MSgt Long for a TAGNH Form 14 Application for the scholarship award-one award per year up to \$500.00.

Pease Motorcyclists learn how to "SEE"

By Staff Sgt. Angela Skinner



(Photo Illustration by Staff Sgt. Dawn Finniss)

If you ride a motorcycle, you know there are many dangers involved. Most of them we have no control over - other drivers, animals, bad road conditions, Mother Nature - however, we can learn to overcome and adapt to these hazardous situations while riding our motorcycles with what Master Sgt. Keith M. Downs, refers to as a "Powerful Simple Strategy". Downs, the base Readiness Program Manager and also a Motorcycle Safety Foundation-Certified Rider Coach is speaking of the SEE method - Search, Evaluate, and Execute. Simple yes, but also powerful and effective, this term is the basis of the training provided in the motorcycle safety training classes offered at Pease.

It was last October when Pease Air National Guard Base offered the first Motorcycle Safety Training Class held here since the closing of Pease as a full time active duty base back in 1991. There were two classes held in October, in which 14 of our members attended, gaining a certificate of completion from the Motorcycle Safety Foundation.

Two of our members that attended the first classes were Wing Com-

mander, Col. Richard P. Martell, and Comptroller, Major Bill Davis.

Martell said he was pleasantly surprised with the class, "To be honest - I just signed up for the first course to set a good example. I was already confident in my riding skills after riding motorcycles for most of my life, but I have to admit that I walked away from the course even more confident - it was a great way to spend a day!"

Davis said, "The class was enjoyable and informative. It made me push my skill envelope and taught me to better evaluate and react to road conditions. It was definitely worth while."

Classes are scheduled to resume in late April or early May and a schedule will be published in the Refueler. Class schedules will depend on the number of interested participants and enrollment will be on a first come, first served basis. Those interested should contact Ground Safety Manager Senior Master Sgt. Jim Roberts via email with their contact information.

"The Air Force's goal is to have everybody trained in motorcycle safety," Roberts said. "Currently,

in order to drive on an active duty base you will need to have the Experienced Riders Course (ERC) certificate per AF Regulations. Although it is not yet mandatory here, it will be in the future and the resumption of this class is an important first step. The initial classes offered here are the ERC, however we will be offering at least one Basic Riders Course (BRC) geared towards new riders. These classes are a one time requirement and the classes are held in one day, approximately 6-8 hours," Said Roberts.

These classes are offered free of charge as they are required per AF regulations, however similar civilian BRC classes offered cost anywhere from \$85 - \$389, and range from \$50-\$100 for the ERC depending on what State you take it in.

When asked why we have not offered a class like this in so long, Roberts said, "There were many obstacles we had to overcome in order to offer these classes. We had to find a place to hold the classes, then we had to go through all of the red tape and legalities of offering such a course, obtaining the proper insurance's, sending some of our members out to the training course to become instructors, etc...We now have a painted training course in the Quad area between the maintenance hangars and have two certified instructors, Downs and Staff Sgt. Leigh A. Nichols, Services Craftsman.

For more information on this program, please contact Senior Master Sgt. Roberts at 603-430-3487 or DSN 852-3487 Email: jim.roberts@nhpeas.af.mil

Recruiter Rap

By SrA Darsy Cote

Recruiting Events

Tsgt. Beverly Wallace is back from recruiting school. She excelled in the course as we knew she would. She couldn't have had better timing, right before the possible Grand Opening of the New Recruiting Store Front in Manchester.

MSgt. Tom Eldridge has been working hard to get the advertising frenzy going for the new location. We are very excited about putting our foot prints out into the city!

Recruiting Events that you might have missed:

Our very own SRA Jonathan Day has returned from Airman Leadership School. Congrats to him. He joined us on a tour starting back in February going through May.

**Please contact our office at
1-800-257-9368**

Or our Manchester location at 603-622-3739

HELP WANTED!

Just a reminder for all of you officer hopefuls the dead line for the applications is this drill for both the Aircraft and Executive officer positions.

Good luck everyone who applied!

NEW OFFICER POSITIONS

Our Medical Group has just informed us that they will be adding roughly 16 new officer positions in the clinic.

These positions will be for health professions and we are looking for qualified individuals dedicated to the medical field who would like to contribute their knowledge and experience to the 157th.

45A3 ANESTHESIOLOGIST/ CRITICAL
LT. COL TRAD. SLOT

43H3
PUBLIC HEALTH OFFICER
LT. COL TRAD. SLOT

42G3
OPTOMETRIST
LT. COL TRAD. SLOT

46N3
CLINICAL NURSE
MAJ. TRAD. SLOT

44Y3
TRAUMA MD
MAJ. TRAD. SLOT

44E3A
EMERG. SVCS PHYS EMS

4P071
PHARMACY CRAFTSMAN

THERE ARE MORE OFFICER POSITIONS TO COME.

We are always looking for help. If you would like to visit your alma mater with the recruiting team please call us at anytime. 1-800-257-9368 or 430-2798, or DSN 852-2798 or if you live in Manchester or near Manchester call MSgt. Tom Eldridge at 603-622-3739.

Come see how it feels to tell people about our outstanding unit.

Welcome New Members!

AMXS..... SSgt. Michael Gretz 26 Jan
MXS A1C Sean Avery 20 Jan
 MSGT. Michael Bruckman 26 Jan
 TSgt. Keith Beaudry 31 Jan
ARW SRA Aaron Burne..... 2 Feb
ARS SSgt. Benjamin Northcutt.... 26 Jan
 A1C James Blume 2 Feb
 A1C Nicholas DiSalvo 2 Feb
 A1C Samantha Rutter..... 3 Feb
 A1C Felix Wong 15 Feb
CES SSgt. David Miller 26 Jan
 A1C Jeremiah Murphy 2 Feb
LRS A1C Jeremy Mercier..... 4 Feb

A CALL TO DUTY

By Capt. Bill Wilson

In the twenty years I've belonged to this fine organization I had never received a no-notice call to duty. Like many of you, I have deployed all over the world with the 157th to some good places and to some not so good places but regardless of the location, I've always enjoyed the trip.

This all changed one rainy Sunday last October, a day that started out like many of my weekend mornings. The night before my wife and I flipped a coin to see who would get up with our young children - I lost. So my boys and I settled into some early morning TV followed by a game of Power Rangers in which I'm inevitably the bad guy and am summarily defeated. About 930 am I received a call from the base: the Quick Reaction Force (QRF) had been called up due to flooding in Southwest NH and I was to report in immediately. I quickly grabbed a duffel bag, threw in a spare uniform a couple pairs of underwear, two T-shirts and two pairs of socks along with some toiletries. I showered, put on my uniform and hurried out the door. Not really sure where I was going or for how long, my wife was concerned because she had to fly out on business on Wednesday; I told her not to worry because I would be home before she would leave.

I reported to the Battle Staff around 1030 and received my initial briefing: we had been activated for up to 72 hours and would deploy to Keene NH. We then

began the logistical planning for the movement of our forces. By noon we hadn't been able to reach enough of the QRF so the Battle Staff decided to call the ATC Squadron, Civil Engineering Squadron and Services Flight to duty. By 5:00 that evening we had all 76 members assembled and ready to roll with our equipment - or so we thought. As it turned out, many of us did not pack sufficiently for the time that we ended up being deployed. We rolled into Keene and performed our duties superbly and with distinction. The members that deployed that day were eager to help and fortunately we had the right mix of skill sets to get the job done!

Despite our success, however, there were a lot of things we could have done better. When called to duty one should always pack for a minimum of 72 hours to include: prescription meds, spare glasses (if needed), toiletries, undergarments, sleep attire, socks, spare boots and a spare uniform with at least one change of civilian attire. Possibly the most important task in your preparation is a Family Care Plan.

Half of us did not come home in 72 hours because the mission required that we stay longer and each item that I listed above became an issue for many of us during the deployment. Planning is the key to our success so prepare now. Trust me, when you are called you won't have time to plan!

Outstanding Military Personnel Flight of the year awards

by Staff Sgt. Angela Skinner

It has been recently announced that the 157th MPF was selected as one of the ANG Outstanding MPF's for 2005. Nine MPF's were selected and the top 2 (105th and 128th) are forwarded on for national competition.

The dedicated professionalism of this organization led the way in setting and exceeding superior standards. Their selection for these prestigious awards reflects great credit upon themselves and the air national guard.

Colonel Edwin A. Vincent, Jr., Director, Manpower & Personnel quoted "The competition for these awards was keen and all nominees should be very proud of their accomplishments. These fine members and organizations are the epitome of innovation, leadership and service and set the examples we need to help us strive to serve the men and women that make the Air National Guard the greatest Reserve Component in the world!"

Maj. Gen. Kenneth Clark said, "Great news for the Wing and recognition of the hard work put in by the dedicated folks in MPF. This section has lots to do with taking care of people and families - 2 of our 3 key legs to that stool that is the foundation of our success. Congratulations."

GOLF SEASON IS FAST APPROACHING!!!

The 2006 NHANG Golf League Season is right around the corner!! We are looking for players and sign-ups are starting now. The season is scheduled to kick-off on Tuesday, May 2nd with a wrap-up date of Tuesday, September 19th. Golf is played every Tuesday afternoon starting at 1534. Sign-ups can be done in Peasenet in the golf league website or by contacting any of the league officers. This years league officers are:

President: Kim Griffin
x2546
Vice President: Andy Cote
x2483
Treasurer: Mike Paquin
x2465
Statistician: Rob Mills
x2578



Photos by MSgt. Robert Downes

photos by Senior Master Sgt Robert P Downie



Family Readiness Program Springs Ahead

By Bonnie Rice

Family Readiness Program Coordinator
Building 16, Pease ANGB - Phone: (603)-430-3545
Email: bonnielee.rice@nhpeas.af.mil
Emergency 24-hr hotline: 1-800-472-0328

VFW MILITARY BALL: Just a heads up, the Wing Family Program is working once again this year with the Portsmouth VFW to have special evening for our military members as we did last year – more details will follow – the evening will be scheduled in May.

Morale, Welfare & Recreation (MWR): MWR will be offering a Deep Sea Fishing Trip – Sunday, June 25, 2006 for a cost of \$42.00. This is an all day trip and leaves from the shipyard. There will be an additional Deep Sea Fishing trip in September.

Join Portsmouth Naval Shipyard MWR for a great get-away weekend April 29th -May 1st 2006 as they fly to Tampa Florida to watch the Red Sox beat Tampa Bay! MWR will provide van transportation from the Shipyard to Manchester to board our Southwest Airlines flight to Tampa. Overnight accommodations are at the Ramada Inn in St. Petersburg. Transportation to and from the hotel to the game is also provided. Be a jetsetter and make your reservation today. Total cost for all transportation and overnight lodging is \$540.00 per person. Call Judy or Todd at (207) 438-2713 or 1514 for additional details on this trip.

Hanscom Air Force Base Tickets and Tours Office also have a Red Sox Trip scheduled: The trip is scheduled to travel to Baltimore to see the Red Sox take on the Orioles, April 7-9, 2006. Cost includes deluxe accommodations; reserved game seating; and sight seeing in Washington DC. For prices and information contact Hanscom MWR Office at 781-377-3262

MWR has tickets to Florida attractions available at a discounted price as well. Details on available tickets and MWR activities are sent out to the Wing Family Program email listing as information is received, if you are interested in receiving these updates; feel free to contact the Family Program Office to be added to the email listing.

YOUTH Spring Military Children's Party. Mark your calendars for an upcoming spring party for our military children to be held at the Portsmouth VFW. When: Saturday, April 15, from noon until 2 p.m. RSVP to Bonnie (430-3545) No Later Than April 3. Sponsored by: the Portsmouth VFW Post # 168 Ladies Auxiliary Location: VFW Post #168, 238 Deer Street, Portsmouth, NH

The Party is for: Military children only (Ages 2 & up) (Children Need to be accompanied by an adult). These



parties have been a huge success! The Portsmouth VFW does a wonderful job to make our military youth feel special. Space will be limited – first come-first served!

Babysitters Class: We have held three babysitting classes for our NH Air National Guard youth at the American Red Cross office. These classes have had very positive feedback, if you have a youth between the ages of 11 and 16 and he/she is interested in attending a babysitting class – please contact the Family Program Office. An additional class may be offered.

First Aide Class: The American Red Cross offered a First Aide class during the February drill to several Air National Guard youth that had attended the babysitting class (ages 11-15 years old). Additional classes can be held if there is enough interest from our youth. There is a cost for this class is \$20.00 (the class is normally \$45.00) – youth are required to take a test in this class - students will not be required to purchase the book for the class - however, if the student would like the book - the cost is \$15.00 for the book. Youth are reminded when attended an American Red Cross class to bring a snack/bag lunch and a beverage. If your youth is interested in attending contact the Family Program Office – if there is interest an additional class will be developed.

Lewis and Clark Youth Rendezvous Essay Contest for National Guard Youth: The National Guard is sponsoring a Lewis and Clark Youth Rendezvous essay contest for all high school juniors and seniors. Ten students from each state will be selected to travel to North Dakota for a five day, hands on program celebrating the experiences of Lewis and Clark. Information and applications are available on-line at www.lcyouthrendezvous.com <<http://www.lcyouthrendezvous.com>>. Encourage youth to participate in this essay contest the event looks to be an exciting one!

SCHOLARSHIP INFO: Military Spouses: NMFA Scholarships are for you! The National Military Family Association (NMFA) is now accepting applications for the NMFA Joanne Holbrook Patton Military Spouse Scholarship Program. Any uniformed service spouse-active, retired, National Guard, Reserve or survivor-studying toward professional certification or attending post-secondary or graduate school are encouraged to apply. Scholarships are normally in the amount of \$1,000.00, and the number awarded each year varies

depending on funding. Scholarship funds may be used for tuition, fees, books, and school room and board. Applications can be found at www.nmfa.org/scholarships2006.

Scholarship selection is based on completion of some survey questions that will help NMFA advocate for education changes on your behalf, short-answer questions, and an essay question. Applications will only be accepted online and must be submitted by midnight April 15, 2006.

Military Discount Info: Military Mondays: Tenney Mountain has a great offer for military members and their families! The ski resort is joining the "Military Monday" program by offering free lift tickets to military members every Monday for the rest of the season.

Starting January 30th, and continuing each Monday throughout the season is "Military Mondays," which includes:

- Show your military ID and receive a free lift ticket
- Adult and child dependents can purchase lift tickets for \$15

Although terrain is limited due to the weather, Tenney is offering top to bottom skiing with three open lifts. For directions and details on the mountain - go to the following web address:

<http://www.tenneymntn.com/home.php>

Several businesses offer military discounts and participate in the "Military Mondays" program and may not have their business listed on the website - please remember to ask if they offer any military discount you may be pleasantly surprised!



Guard Talk Continued

continued from page 16

Patricia Joyce of Hampton and **Mark Joyce (MXS)** of Dover are pleased to announce the engagement of their daughter, **Eileen Joyce**, 26, of Brighton, Mass. to **Peter Newell**, 27, of Brighton. Eileen is the step-daughter of Gayle Joyce of Dover. Peter is the son of Pamela Newell of Mattapoisett, Mass and the late Piatt Newell. Eileen graduated from the University of New Hampshire where she was a member of the 2001 women's crew team. She is employed as a sales executive with MC Communications in Boston. Peter graduated from the University of Vermont in 1999. He is employed by The Boston Company Asset Management. An August, 2006 wedding is planned at Wentworth-by-the-Sea Country Club.

Congratulations to **Claire Cassidy** and **Paul Beaudry (RET HQS)** who exchanged wedding vows on October 28, 2004 at a 4 p.m. ceremony at Holy Family Chapel in Melbourne, Florida. A dinner reception followed at the Lobster Shanty in Cocoa Beach. Paul retired from the NHANG in 1990 after serving a total of 38 years in the military. At the time of his retirement, he was the Military Personnel Management Officer at State Headquarters in Concord. Prior to that assignment, he served as the Air Operations Supervisor/Superintendent. Claire and Paul make their home in Melbourne.

Katy Brown, 18, daughter of **Claire** and **Bill Brown (OPS)** and a student at Paul Smiths College in New York for Culinary Arts has recently been named to the Dean's List with a GPA of 3.7. Katy is in her freshman year at the college which is located about 20 miles north of Lake Placid. She is a member of the Junior Chefs Club on campus. Some of you may remember Katy's delectable brownies that she would often bake for many of us guard members. She is a 2005 graduate of Winnicunnet High School in Hampton. Way to go, Katy! We miss you and the brownies!

**THAT'S ALL FOR THIS TIME,
FOLKS! SEE YOU IN APRIL!**

Mission Driven Mentoring Update

By Chief Master Sgt. Bill Frament

The NH ANG 157ARW mentoring program is up and running. Currently there are approximately 30 individuals entered into the Colaboro mentoring Software. Of these 30 participants, there are 18 individuals who are paired up as mentors and mentees. These 9 mentors' and 9 mentee's have been notified of who they are paired up with and they are beginning to move forward on the mentoring process. During Saturday of the February UTA, I conducted an information session for those individuals who have a mentor or mentee. The focus on this session was to help equip the mentors and mentees with the understanding of how the mentoring program works and to give them tools which would help mentor's teach the Air Force Leadership Competencies that their mentee was looking for help with. If anyone is interested in participating in the Mission Driven Mentoring (MDM) program, you can contact Chief Master Sgt. William Frament (bill.frament@nhpeas.ang.af.mil). You can also access the Colaboro Mentoring Software at <https://ang.colaboro.net> click on "New User? Click Here to Sign Up Now!" and use the following Authorization Code ANGNH157ARW.

Many of you have heard brief details of what Mission Driven Mentoring is about, but still have questions. Attached you will find a short explanation of the steps to becoming a mentor or mentee. After reviewing these steps and you are still questioning the thought of MDM. I encourage you access my HRA website off the base bulletin board and checkout some of the FAQs and other MDM related documents.

The MDM initiative is a simple process and the Colaboro software will guide you through each step.

Also, Mentors and Mentees don't have to meet every drill weekend or have a lot of face time to achieve success. Finally, just because you are an Airman 1st Class or 2nd Lt. doesn't mean you don't have an expertise to share with a MSGT or Major. Mentoring is not rank, age or gender specific. It is the talents and expertise of individuals who are willing to pass that knowledge on to those who lack or need that knowledge.



What are the steps to MDM?

The primary goal of the MDM initiative is to teach and pass on the 16 enduring leadership competencies as described in AFDD 1-1. Every member of the ANG is called upon to be a leader, regardless of rank or time in service. The leadership competencies described in AFDD 1-1 account for all stages of an Airman's career. Thus, there are competencies that can be taught, or mentored, at all levels, for all Airmen. Other important aspects of the MDM initiative include creating higher performance teams and building relationships. Below will briefly explain each step in the mentoring process using the Colaboro software developed by CMSI.

1. Mentoring Interest Profile

(MIP)

The MIP is a short survey which gives you a change to let your HRA know your interest in becoming a mentor or mentee (protégé). Once you have filled out this survey, your HRA will send you an email explaining the next step to complete, which is the MCI.

Time Frame: 3 to 5 minutes

2. Mentoring Compatibility Indicator (MCI)

Successful mentoring occurs when partners work well together; therefore, the next step is the MCI which compares the responses of all participants enrolled in the Colaboro software. This is done by answering 44 pairs of statements (example below) that will assess you're:

- Learning Style (Detailer or Global Learner),
- Working Style (Dynamic-Energetic or Focused-Methodic Worker)
- General Style of Functioning (Results-oriented or Analytic or Creative or Feeling-oriented, or some combination of these)

I want to understand the rationale before learning something. I want to quickly begin learning specific content.

Time Frame: 10 to 15 minutes

3. Needs-Expertise Inventory (NEI)

Successful mentoring results when Mentors provide expertise that meets the needs of their Mentee's. The NEI determines how much you NEED to develop the 42 behavioral statements that define the 16 Enduring Leadership Competencies, or how much EXPERTISE you already have to share as a Mentor. Mentees will answer the NEI specifying their major needs. Mentors will answer the NEI specifying expertise they can provide to others. The results will be used to identify the most suitable partners.

Time Frame: 10 to 20 minutes

4. Mentoring Style Indicator (MSI)

The MSI identifies the style of mentoring you prefer to receive as a Mentee (Protégé) or the style you prefer to provide as a Mentor. The MSI will help you discover your preferred Mentoring Style. The software will give you six brief situations that you will need to rank in the order you would prefer assistance. Such mentoring styles would be; Informational, Guiding, Collaborative, or Confirming.

Time Frame: 5 to 10 minutes

5. Mentoring Action Plan (MAP)

The MAP is agreed upon Action Steps for developing an Enduring Leadership Competency over a 3 to 6 month period. The mentee (usually with the mentor's input) will create an online MAP to develop an Enduring Leadership Competency.

Time Frame: Varies

I look forward in becoming your guide to MDM and helping you leave a legacy by Transforming Today's Airmen into Tomorrow's Leaders!

A 'Green' Welcome Home New Bonus Program in Ma.

By Chief Master Sgt. Pina Iennaco

If you have lived in Massachusetts while serving in the NH ANG, you may be in for a nice surprise. On November 11, 2005, the Welcome Home Bonus Bill was signed into law. In part, this law establishes a bonus payment for certain veterans, service members and their families, for qualified active service since September 11, 2001.

Eligibility Requirements:

1. Six months domicile in MA immediately prior to entry into the Armed Forces service beginning September 11, 2001.

2. Discharge must be under Honorable conditions. I called the MA treasury for clarification and was told...if you were a resident of MA (min 6 months) and were activated by the NHANG you are still eligible for this bonus program. Payment is either \$500.00 or \$1000.00, depending on whether you were overseas/stateside (can't be for training). The website below has the application package and should be able to answer any questions you might have (just click on Welcome Home Bonus Info).

www.mass.gov/treasury/welcomehome.htm

Current Job Postings

HUMAN RESOURCES ASSISTANT

Announcement Number NH06-004 (A) AGR

Maximum Military Grade: MSgt/E7

Areas of Consideration

Merit: All current NHNG enlisted AGR members

Open: All members of the New Hampshire National Guard or those eligible to become members of the New Hampshire Air National Guard

Closing Date

Merit: 22 March 2006

Open: 29 March 2006

For Additional Information, contact MSgt Delores Lamson, at DSN: 684-9331, commercial 603-225-1331, or email delores.lamson@nh.ngb.army.mil or CPT Mary Hennessey at DSN: 684-9329, commercial (603) 225 1329 or email; mary.hennessey@nh.ngb.army.mil.

READINESS NCO/HEALTH CARE SPEC

Announcement Number NH06-003 (AR)

Military Grade: SGT/E5 - SFC/E7

Areas of Consideration

Merit: All current NHARNG AGR soldiers

Open: All NHARNG enlisted soldiers in the rank of SGT/E5 to SFC/E7 and those eligible to become NHARNG member

Closing Date

Merit: 21 March 2006

Open: 28 March 2006

For Additional Information, contact MSgt Delores Lamson, at DSN: 684-9331, commercial 603-225-1331, or email delores.lamson@nh.ngb.army.mil or CPT Mary Hennessey at DSN: 684-9329, commercial (603) 225 1329 or email; mary.hennessey@nh.ngb.army.mil.



Employer Support of the Guard and Reserve (ESGR)

Employer Support of the Guard and Reserve (ESGR) has received the below communication(s) from an Agency seeking a person with the indicated job skills. Make inquiries direct to the POC indicated.

1. Job Description: Several banking/financial positions available
Location: All throughout NH
Recruiter Name:..... Cheri Boland Phone: 603.634.7527 / Fax: 603.634.7566
Website: www.CitizensBank.com
2. Job Description: Marine Industry Product support specialist. Provides technical assistance to end-users, marine industry customers & installers, and the client's Field Sales Representatives
Location:..... Merrimack, NH
Recruiter Name: Nicole Horan [mailto:nicole@squiresstaffing.com]
..... (603)880-8877
Pay/Schedule: A temporary position starting at the end of February and lasting through the summer. The pay rate is \$12.00/hr.
Travel: As needed. Can be 30-40% during busy season - US and Internationally.
Hours are 8:15 a.m. to 5:00 p.m.
Apply: All resumes should be sent to: We_employ@squiresstaffing.com
Experience:..... 2 years in marine electronics industry. Technology-oriented, marine industry knowledge. Operational and diagnostic experience with navigational, radar, sonar, instrumentation, and communications equipment and software.
Knowledge/Skills: PC skills required. Strong interpersonal, effective listening, problem solving, negotiating, and customer relations skills.
3. Job Description: Service Technician (3 positions). Performs standard installation, troubleshooting, maintenance, repairs, calibrations and similar services on company and customer electronic and electromechanical equipment including but not limited to RADAR, Sonar, Communications, Aids to Navigation and Autopilots
Location:..... Merrimack, NH
Recruiter Name: Nicole Horan nicole@squiresstaffing.com (603)880-8877
Pay/Schedule: A permanent position. The pay rate is \$15.00/hr.
Apply: All resumes should be sent to: We_employ@squiresstaffing.com
Qualifications required:.... Associates Degree in Electronics or High School Diploma and 5 years or equivalent and FCC license desired.
Experience:..... 2 years related marine experience preferable.
Knowledge/Skills:..... Proficient use of Oscoppe DVM and basic computer skills required.
4. Job Description: Experienced SMT solderers
Location:..... Merrimack, NH
Recruiter Name: Nicole Horan nicole@squiresstaffing.com (603)880-8877
Pay/Schedule: A permanent position. The pay rate is based on experience.
Apply: All resumes should be sent to: We_employ@squiresstaffing.com
Qualifications: Have experience soldering to military specs



By Master Sgt. Michael R. Caracoglia

Kenneth R. McCann LTC (Ret) USAR is the Coordinator for the New England Troops To Teachers program and has informed us that there will be a Network Meeting on March 9, 2006, from 10:30 a.m. to 2:00 p.m. The meeting will take place at the Granite State College Campus, Amon Terminal, Amon Drive, Manchester Airport, Manchester, NH.

The purpose of these yearly meetings is to bring together those individuals who work with, support and counsel individuals who may be interested in teaching and participating in the Troops to Teachers Program. It also affords an opportunity for you to meet and interact with your counterparts from different states. Often times, the spontaneous conversation leads us to a better understanding of the program and/or how we can be of greater service to the service members we work with.

If you plan on attending, please reserve your place as soon as possible so they can order the lunch and refreshments. For more information on this program, go online to New England TTT www.nnettt.org or National TTT www.proudto-serveagain.com.

Please contact Kenneth R. McCann LTC (Ret) at 1-888-463-6488 or via email kenneth.mccann@maine.edu or Master Sgt. Michael R. Caracoglia at the Pease Base Education and Training department via email michael.caracoglia@nhpeas.ang.af.mil or phone DSN 852-3511 Comm: 603 430-3511 with any questions.

USA JOBS

By Thomas J. Bunting

New Hampshire National Guard

Phone: 603-430-3572 or DSN: 852-3572

FAX: 603-430-3139 or DSN: 852-3139

tom.bunting@nhpeas.ang.af.mil



To all NHNG members,

Sometime in the foreseeable future, the National Guard will be using an OPM Program called "USAJOBS" to advertise and receive applications for all vacant positions in the NHNG. The timeline, nor the process, that we in the NHNG will use to implement this program is not set yet, but information should be forthcoming soon. In the meantime, I thought I'd give you all a "heads-up" on the program so that you can take a look at the website now, if you choose.

The Office of Personnel Management (OPM) procured this site, and I must say, it is about the most user-friendly and effective website I've ever seen. The site shows all jobs available in the federal system (20,637 as I write this), allows you search by job description, occupational series, area of the country, salary desired or any combination of the above. When you register with "MY USAJOBS", you may define what you may be interested in and the system will notify you whenever a job fitting your criteria becomes available. The site helps you write a resume and has tutorials and downloadable guides to help you through the process.

I would recommend that if you're interested in previewing this system, go to <http://www.usajobs.opm.gov> and click on the link "New To USAJOBS? Click here." That will take you to tutorials and guides to help you understand the system. Or, just go to the website and explore, and I think you'll agree it's a great system and a great website. The system will allow everyone to make professional looking applications, allows for applications for people not having internet access, includes a series of checks to insure each application was received, and will allow us to explore jobs we may not have otherwise considered. Give it a try.

Know before you go! Preview Gas Prices before you travel

By Staff Sgt. Angela Skinner

Just in... a money savings tip from your friendly Family Readiness Program Coordinator Bonnie Rice.

Every night the website service from MSN Autos receives pricing data from over 90,000 gas stations across the nation and updates their website daily so you, the consumer, can obtain some insight as to what prices to expect in your travel area before you have to fill up.

The site is very simple to use, log on to <http://autos.msn.com/everyday/gasstations.aspx?zip=&src=Netx>, enter the zip code you are going to be buying gas in, and the site will tell you what gas stations are in the area and what prices were last reported at their pumps!



What a great money saving tool! Thanks Bonnie!



Guard Talk

by (Ret.) Senior Master Sgt. Valerie Morgan
HRO Administrative Support Technician

Guard Talk welcomes your submissions. If you have something interesting or a special event that you'd like to share, please give me a call at tel: (603) 430-2349, fax: 430-3139 or drop a line to 157 ARW/HRO Bldg 16, 302 Newmarket Street, Pease ANGB, NH 03803-0157
E-mail: valerie.morgan@NHPEAS.ANG.AF.MIL

Robert "Stumpy" Sturtevant (RET MXS) called us recently. He and his wife, Dorothy, are still living in Auburn. They have six grandchildren now. After his retirement as the Chief of Field Maintenance in 1986, Stumpy worked for the State of New Hampshire at the Liquor Store in Manchester for four years. He is fully retired now. Stumpy served his country proudly for a total of 38 years! Good to hear from you, Stumpy!

Bill Leslie (RET MXS) dropped us a line a few months ago. He is still employed with BAE Systems in Nashua as a systems engineer. He's been with that company since 1983. Bill has two sons, **Eric**, 10, a fifth grader at Oyster River Middle School, and **Scott**, 14, an 8th grader at the same school. Both boys enjoy playing basketball. Bill is active in his hometown of Madbury. He is a former school board member and is now serving as the Oyster River School District Clerk. He also served on the Madbury Zoning Board of Adjustment and was a member of the Board of Directors

for the Madbury Historical Society. Bill retired from the NHANG in 1998. At the time of his retirement, he was serving as a jet engine mechanic in Maintenance.

Dorothy "Dee" Lafont (RET LRS) completed her Master's Degree in Education from Plymouth State University on August 31, 2005. Dee is now a teacher at McIntosh College in Dover. She teaches both English Composition and Effective Communication. She began teaching at the college on January 10th of this year. When she's not teaching or grading papers, you can find her tutoring students in both English Comp and Public Speaking. Dee served as the Unit Training Manager in the Logistics Readiness Squadron. She was also an instructor for the Satellite Distance Learning NCO Academy at Pease from June, 1998 to her retirement in June, 2003.

Congratulations to **Sue and Steve Hodgson (RET CMF)** who were recently named the "2006 Citizens of the Year" by the Dover Chamber of Commerce. Sue and Steve have

been heavily involved with the Dover community for many years. Sue is a music teacher at the Dover Middle School and serves as the Music Curriculum Advisor for the city. She has taught music in the Dover School System for 35 years. Steve retired from the NHANG in 2004 after serving a total of 38 years in the military. At the time of his retirement, he was the Chief of Multimedia in the Communications Flight. Steve is in his third year teaching computer technology in the Dover School System. By the way, their son, **Stephen**, is a 2nd Lieutenant in the USAF stationed at Whiteman AFB, Missouri as a Services Officer. Stephen graduated from Norwich University in 2005 with a degree in Broadcast Communications.

Warmest wishes are extended to **Rachel Birnbaum**, 22, and **Matthew Blonigen**, 22, on their recent engagement. Matthew is the son of **Brenda Blonigen (WS)** and **Bob Blonigen (OPS)** of Newington. Rachel, the daughter of **Merle and David Birnbaum**, hails from the state of New York. Her parents are currently living in Anchorage, Alaska. Rachel and Matthew are both students at Plymouth State University studying Athletic Training. There are no immediate wedding plans.

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Drill Dates:
March 18 & 19
April 8 & 9
May 6 & 7

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